

# ROBERT E. CLAY

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## EDUCATION

**Doctorate of Education, Interdisciplinary Leadership (Higher Education Administration)**  
Governors State University, University Park, IL - August 2018

**Master of Science, College Student Personnel**

Western Illinois University, Macomb, IL – May 2003

**Bachelor of Arts, Business Administration (Marketing)**

Olivet College, Olivet, MI – August 2000

## PROFESSIONAL EXPERIENCE

**Governors State University, University Park, IL**

**INTERIM DIRECTOR, STUDENT LIFE & INTERCULTURAL STUDENT AFFAIRS**

**March 2018 – present**

**INAUGURAL DIRECTOR, Office of Intercultural Student Affairs**

**August 2014 – March 2018**

- Oversee Center for Civic Engagement, Campus Programming, Clubs and Organizations, Intercultural Student Affairs, Male Success Initiative, Student Media and Leadership Programs; responsible for the selection, supervision, training and evaluation of 31 professional, unionized and graduate/student staff; formulate department strategic plan and visioning
- Collaborate with various university departments, administrators, faculty, staff, student organizations and alumni to implement a robust portfolio of integrated learning experiences supporting the education and respect for the diverse cultures, backgrounds and points of view such as cultural heritage months, Homecoming, Hunger and Homelessness Week, Alternative Spring Break, MLK Day of Service, GSU4U, Interfaith Prayer & Meditation Room and Safe Zone Program
- Responsible for the formation, direction, projection and oversight to multiple budgets
- Establish equity and inclusive practices, policies and procedures for the recruitment, retention and graduation of underserved, underrepresented and undocumented students such as the Male Success Initiative to increase retention and degree completion of traditional and transfer male students of color in partnership with the Enrollment Management and Dual Degree Program; serve as co-manager of \$450,000 budget for Male Success Initiative efforts
- Responsible for the implementation of leadership development programs such as the Service & Leadership Seminar, Emerging Leaders, Men's Leadership Summit, CEO Leadership Certificate Program, Sherow Womens Leadership Symposium, Inclusive Leadership Conference and Leadership Capstone; certified Gallup StrengthsFinders Coach
- Responsible for the vision of departmental initiatives to include learning outcomes, strategic planning and assessment through appreciative inquiry
- Serve on university crisis management team; functioned as an adjudicator for student conduct matters; created Advocating for Sexual Assault Prevention Team (ASAP) to provide sexual violence education and prevention strategies for campus community as well awareness of Title IX; implemented Sexual Assault Awareness Month
- Develop expansion plan for Greek life integration into campus community
- Serve as counsel to Dean of Students and Vice President of Student Affairs

**Xavier University, Cincinnati, OH**

**DIRECTOR, Office of Multicultural Affairs**

**July 2008 – June 2012**

- Served as an advocate, counselor, mentor, academic adviser and resource to students of color (Black, Latino, Native American & Asian American) and other minoritized populations such as first generation, transfer, LGBTQ, non-traditional, commuter, disabled, multiracial and international students with intersecting identities
- Supervised, trained & evaluated 5 student assistants, 35 mentors, graduate assistant and 3 professional staff annually
- Transformed & institutionalized Smooth Transitions, a pre-orientation program coupled with a leadership development/mentoring program for students of color, first generation and commuter students; increased retention rates from 32% to 89%
- Served as university officiator of Greek Life; established National Pan Hellenic Council (NPHC) re-chartered and increased chapters to 3 NPHC sororities and 2 NPHC fraternities; constructed membership intake windows and new members orientation
- Developed Multicultural Enrollment Management Group with senior administrators, college deans and departments (i.e. TRIO) to assess and create strategies to enhance recruitment efforts and increase retention & graduation rates of multicultural students
- Partnered with university & academic departments on professional enrichment initiatives such as UNCENSORED, a multicultural leadership/career development series and the Ernest Just Society, initiative to increase retention and graduation rates of students of color in science majors through supplemental instruction
- Established campus enrichment efforts such as Men of Color Retreat & first Safe Zone training and support personnel to increase student engagement

- Strategized efforts in the creation of university task force for bias reporting system and Intergroup Dialogue
- Created Senior Year Experience and advised Senior Board, a senior advisory council; developed council structure to provide transition programs and services to over 1000 graduating seniors

**Slippery Rock University, Slippery Rock, PA**

**ASSISTANT DIRECTOR, Office of Intercultural Programs**

**May 2003 – July 2008**

- Supervised, trained and evaluated 10 student assistants, 40 mentors, 20 diversity peer educators, graduate and professional staff annually
- Served as an academic adviser in Student Life authorized to register students and resolve academic issues
- Secured external funds through grant acquisition; assisted with department fiscal management
- Developed the Jump Start Mentor Program, a transition program that increase the retention rate and academic success of students of color over a four year period from 17% to 84%
- Created strategic campus wide diversity awareness, leadership development and community engagement opportunities to enhance campus climate such as King Day of Service, State of America and Building Bridges peer education program
- Formulated Late Night Task Force with the Center for Student Involvement and Leadership and Assistant Vice President of Student Development to increase programming alternatives to minimize weekend substance abuse
- Conceptualized holistic development programs and leadership development opportunities for students of color such as the Harambee Summit, a statewide cultural awareness conference; Transition Student Development Series, a rites of passage program; Spring Graduation & Awards Program, designed to recognize graduating of students of color
- Established program to promote diversity awareness
- Provided diversity training to university departments and community constituents through National Coalition Building Institute; served on campus leadership team for organization; developed community outreach initiatives
- Aided the Office of Admissions with recruitment efforts that increased the enrollment of students of color through programming endeavors served as liaison on diverse issues to Admissions and Financial Aid

**Western Illinois University, Macomb, IL**

**MULTICULTURAL SERVICES COORDINATOR, Office of Student Activities**

**August 2002 – May 2003**

- Administered campuswide programs such as the W.I.S.D.O.M. (Women, International Students, Sexual Orientation, Disabilities, Other Issues, and Minorities) Conference, Umoja Summit and Campus Dialogue on Multicultural Issues to promote diversity awareness and social justice education
- Implemented volunteer initiatives such as King Day of Service to build student co-curricular transcripts
- Coordinated Minority Student Orientation; implemented the Minority Student Mentor Program
- Established D.E.L.T.A. (Diversity Educating Leaders Towards Appreciation) diversity peer education program
- Created Presidents' Roundtable to ensure communication between all student organizations and leadership development of executive boards
- Served as a support and liaison to Casa Latina Cultural Center, Gwendolyn Brooks Cultural Center, Women's Center and Disability Support Services for the Office of Student Activities
- Served as an adviser to the Latin American Student Organization; planned and facilitated leadership retreat
- Advised National Pan Hellenic Council; served as a resource to local chapters of NPHC, IFC, PHC

**RESIDENTIAL SUPPORT STAFF, University Housing and Dining Services**

**August 2001 – May 2003**

- Assisted in the management of Tanner Hall, an upper-division residence hall housing over 500 students; East Village/University Village a diverse residential complex of 104 apartments for transfer, commuter, graduate students, international students and students with families; approximately 220 residents
- Provided crisis intervention, counseling and referrals to students through an on-call duty system
- Assisted in the supervision of resident assistants
- Created, implemented, and facilitated educational and social programs for residents and professional development of resident assistants
- Increased the recruitment and retention of resident assistants of color by 62%
- Communicated with facilities staff to ensure a safe, secure, and clean environment
- Interpreted, communicated, and enforced university policies and regulations

**PROGRAM ASSISTANT, Gwendolyn Brooks Cultural Center**

**August 2001 – May 2002**

- Served as adviser to Black Student Association; provided on-going leadership training and development
- Collaborated with the Office of Student Activities and Casa Latina Cultural Center to organize and facilitate the Minority Student Orientation
- Devised, facilitated, evaluated and promoted cultural and educational programs

## TEACHING EXPERIENCE

**Governors State University, University Park, IL**

**MASTERING COLLEGE (1 hour)**

**August 2015 – May 2017**

- This course aids first year students with their transition into the university community as they are introduced to a variety of topics critical to student success in higher education through experiential learning and common reading.

## **PRINCIPLES OF LEADERSHIP (3 hours)**

**January 2015 – May 2017**

- This course provides an opportunity for students to become aware of their leadership style and cognizant of leadership theories in preparation for leadership positions within the campus community and professional arenas.

**Xavier University, Cincinnati, Ohio**

**August 2009 – May 2011**

**E PLURIBUS UNUM (3 hours)**

- A graduation requirement course for all Xavier University students to enhance their awareness of their own attitudes and behaviors regarding privilege, oppression, diversity, equity and inclusivity.

## ADDITIONAL EXPERIENCE

**INDEPENDENT CONSULTANT**

**March 2010 - present**

- Provide consultation to clients on leadership development, career mapping, strategic planning, brand management and educational equity for personal, professional and organizational growth from conception to implementation
- Implement marketing campaigns for individuals and organizations in cultural arts and education
- Created community-based mentor programs to increase college preparedness of K-12 students in Avondale and Bond Hill neighborhoods in Cincinnati; supervised teams for implementation
- Presented social justice education workshops to Catholic Volunteer Network to increase multicultural competency of volunteers
- Developed retreats and other efforts to increase retention/graduation rates of Black males at the Technical College of the Low Country in South Carolina and University of Illinois Urbana-Champaign
- Established and created holistic development initiatives for young adults 18-35 years old at Christ Emmanuel Christian Fellowship
- Designed and integrated leadership development curriculum for the African American Student Leadership Experience, a national student development conference
- Formulated strategic and succession plans for University of Illinois Urbana-Champaign Black Cultural Center and Sweet Holy Spirit Church

## **GRADUATE ADVISER**

**August 2001 – December 2011**

**PHI BETA SIGMA FRATERNITY, INC**

Gamma Alpha Iota Chapter, Xavier University

Alpha Zeta Alpha Chapter, Slippery Rock University

Iota Chi Chapter, Western Illinois University

- Served as liaison between national office, graduate chapter and university administration
- Monitored academic performance of chapter members
- Created leadership and career development training for chapter members through collaborative efforts
- Developed recruitment/retention methods for chapter; increased WIU chapter membership by 82%, SRU chapter by 150%; aided in the chartering of XU chapter
- Provided workshops on the local and regional level to enhance undergraduate members' leadership skills

## **PROVISIONAL EDUCATOR**

**October 2000 – June 2001**

**Chicago Public Schools, Chicago, Illinois**

- Created curriculum and classroom management resources for students with disabilities
- Instituted programs to enhance diverse classroom experiences for students
- Taught students basic knowledge of Microsoft computer applications

## UNIVERSITY SERVICE

**Governors State University**

- Academic Council
- Retention 2 Graduation Team – Equity Chair
- General Education Committee
- Greek Life Expansion Team (co-chair)
- Campus Inclusion Team
- Institutional Effectiveness Team
- Advocating for Sexual Assault Prevention Team
- Leadership Programs Planners Group - Chair
- Student Care & Concerns Committee
- Campus Threat Assessment Team
- Professional Development Committee – Chair
- Residence Life Training & Engagement Team

### **Xavier University**

- Africana Studies Program Steering Committee
- Co-Curricular Program Funding Board
- Community Engaged Learning Committee
- Diversity and Equity Committee
- Enrollment Management Committee
- Financial Aid and Scholarship Committee

- Higher Learning Commission Accreditation Team
- Provost Assessment Review Task Force
- Professional Development Committee - Chair
- Student Rights Advocacy Council
- University Calendar Committee

### **Slippery Rock University**

- Black Faculty/Staff Caucus – Chair
- President's Commission on Lesbian, Gay, Bisexual and Transgender Issues

- President's Commission on Racial and Ethnic Diversity
- Student Life Assessment Team

### **PROFESSIONAL AFFILIATIONS**

- Alpha Phi Kappa Society
- American Association of Colleges and Universities
- Bryant Educational Leadership Group – Advisory Board Member
- Illinois Committee for Black Concerns in Higher Education, Board Member

- National Association of Student Personnel Administrators
- National Coalition Building Institute – Certified Trainer
- Olivet College Black Alumni Council – Founder
- Phi Beta Sigma Fraternity, Incorporated

### **SELECTED PRESENTATIONS**

**“Achieving Inclusive Excellence: Building Equity-Minded Pathways for Student Success”** NASPA National Conference. Philadelphia, PA. March 2018.

**“Intersectionality of Race, Gender and Living Arrangement: How to Create Equity-Minded Alcohol Prevention Programs”** NASPA National Conference. Philadelphia, PA. March 2018.

**“Unconscious Biases, Micro Aggressions and Stereotype Threats: Impediments to Quality ATOD Prevention Efforts”** NASPA Strategies Conference: Alcohol and Other Drug Abuse Prevention, Mental Health and Violence Prevention. Portland, OR. January 2018

**“Normalizing Excellence: Implementing Equity Minded Teaching Strategies”** Faculty Summer Institute – Pre-Conference Workshop. University of Illinois, Champaign, IL. May 2017

**“Disrupting the Sociopolitical Narrative, Normalizing Excellence: Making the Invisible Man Visible through Equity Mindedness”** Great Lakes Regional Student Success Conference. Detroit, MI. February 2017

**“Working Towards Campus Inclusion: Reasons to Partner with Intercultural Programs and Services”** Mini-Institute. NASPA Annual Strategies Conferences: Alcohol and Other Drug Abuse Prevention, Mental Health and Violence Prevention. Austin, TX. January 2017

**“Tradition, Transition and Transformation: Shifting from an Upper Division Institution to 4-Year University”** NASPA Annual Conference. Indianapolis, IN. March 2016

**“Implementing Campus Programs through Inclusive Strategic Planning”** Noel Levitz Retention of Students of Color Conference, Denver, CO. April 2012

**“Developing Successful Student Leaders & Organizations”** Indiana University of Pennsylvania, Indiana, PA. Nov. 2007

**“A Jump Start on Historically Bypassed Students Success”** NASPA Assessment & Retention Conference. Atlanta, GA. June 2005

### **AWARDS & PUBLICATIONS**

**Diversifying Higher Education Faculty in Illinois (DFI) Fellow.** Illinois Board of Higher Education (IBHE). 2017-2018

Valente, A., Clay, R., and Battle, A. (2017). **Building an equity minded pathway for transfer students.** Peer Review. American Association of Colleges and Universities